

Ropsley C of E Primary School

Anti-bullying Policy



Adopted	Signed	Review	Equality Impact Assessment
Jan 2019	Ann Cook	2021	No

This policy should be read/reviewed alongside the school's Behaviour Policy and our E-safety policy.

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is **unacceptable and will not be tolerated**. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

What is Bullying

Bullying is: defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups).

Cyber-related bullying

Most cases of cyberbullying will be dealt with through this policy and this must remain the framework within which incidents of bullying are investigated. However, some features of cyberbullying differ from other forms of bullying and may prompt a particular response.

The key differences are:

impact: the scale and scope of cyberbullying can be greater than other forms of bullying

targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets

location: the 24/7 and anywhere nature of cyberbullying

anonymity: the person being bullied will not always know who is bullying them
it is possible that a member of staff may be a victim and these responses apply to them too

The response will be:

Advise the pupil not to retaliate or reply. Instead, keep the evidence. We will inform their parents. (in the case of staff they should take it to their line manager)

Advise parents how to check what information their child has in the public domain

Unless the victim sees it as a punishment, they may be advised to change e.g. mobile phone number

If hurtful or embarrassing content is being distributed, try to get it removed from the web.

If the person who posted it is known, ensure they understand why it is wrong and ask them to remove it. Alternatively, contact the host provider and make a report to get the content taken down.

In some cases, the person being bullied may be able to block the person bullying from their sites and services.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Signs and Symptoms

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

The statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents: if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached a clear account of the incident will be recorded and given to the headteacher

The headteacher will interview all concerned and will record the incident
Class teachers will be kept informed and if it persists they will advise the appropriate staff. Parents will be kept informed of any punitive measures which will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice.

Attendance at a nurture group may be offered.

Reassuring the pupil.

Offering continuous support.

Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

Discussing what happened

Discovering why the pupil became involved

Establishing the wrong-doing and need to change

Informing parents or guardians to help change the attitude of the pupil.

Other strategies may be considered such as social stories work or anger management support

Attendance at a nurture group may be offered

The following disciplinary steps can be taken:

Apologise to the victim(s) verbally or in writing

Lose privileges

Lose playtimes

Stand outside the Headteacher's office

Spend playtimes and lunchtimes with an adult

Parents will be invited into school

Go on a self-improvement report

Be removed from class and work in isolation

Report to the Headteacher or a member of our Senior Leadership Team

Be withdrawn from participation in a school visit, clubs and events not essential to the curriculum.

Fixed term exclusion

Permanent exclusion

Strategies for the prevention and reduction of bullying

Curriculum

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school will also be involved in Anti-bullying week.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Sources of further information, support and help There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

This policy has been written and adopted January 2019

Name of organisation

Act Against Bullying www.actagainstbullying.com

Advisory Centre for Education (ACE) www.ace-ed.org.uk

Anti-bullying www.antibully.org.uk

Anti-Bullying Alliance (ABA) www.anti-bullyingalliance.org.uk

Anti-bullying Network www.antibullying.net

Beatbullying www.beatbullying.org.uk

Bully Free Zone www.bullyfreezone.co.uk

Bullying Online www.bullying.co.uk

Childline www.childline.org.uk

NSPCC www.nspcc.org.uk

Parentline Plus www.parentlineplus.org.uk